

[1964, ca. Sept. 1]

## PROPOSED ORIENTATION CONTENT

I. In an effort to provide a feeling for the regional nature of the movement it is proposed that all southern staff share some common training. Toward this end the orientation program will be a 2-pronged affair.

A. The general session at the training headquarters will concern itself with overall substance of the Freedom Program : specific programs such as Freedom Schools and voter registration, general survey of staff expectations, and non-violent theory and practice. This should last roughly four (4) days.

B. The second session will again treat some of these matters, but on a localized basis. The heart of the second session is the time given to field experience and the evaluation following.

As far as possible sessions will be divided into numerous small groups to allow for maximum participation. It is expected that this method will also increase the chances for staff evaluation of workers before the workers go into the field.

## RECOMMENDATIONS RE STAFF TRAINING PROGRAM

II. Draw up content for the following training areas

- A. Historical background and present practices of racial discrimination
- B. Freedom Movement in the South; specific organizations
- C. Goals of the Freedom program
  1. Increased emphasis and opportunity in education
    - a. Freedom Schools, incl. adult literacy program
    - b. Tutorial program
    - c. Community Centers
    - d. Explanation of federal assistance programs
  2. Political Program

- a. Voter registration
  - b. Political education: government structure, party structure, etc.
  - c. Developing political strength through organization
3. Community Organization
    - a. cf. nos. 1 and 2 above
    - b. analyzing community structure and needs
    - c. cf. nos. 4 and 5 below
  4. Slum housing
  5. Fair employment (also cf. federal assistance programs)
  6. Opening public facilities and accommodations
- D. Program Operation
1. Personnel (cf. sect. F)
  2. Transportation: regulations in usage
  3. Equipment and facilities: use, servicing
  4. Setting up a schedule
  5. Evaluating progress
- E. Agencies of important significance to Freedom movement
1. Federal: courts, Justice Department, Civil Rights Commission, Community Relation Service
  2. LCDC, Medical Aid Society, other
- F. Staff Expectations
1. Duties
  2. Compensation
  3. Discipline
  4. Security
  5. Local mores
  6. Local leadership
- G. Non-violence
1. Nature
  2. Training: theory; sociodrama
  3. Everyday practice
  4. The case for non-violence
- III. Questions not yet settled:
1. Location and exact dates of the headquarters session
  2. Method of assigning workers
  3. Whether organizational groups train separately or together
- IV. It is hoped that the committee can begin to work on actual content of subject matter. This can be expedited by a quick review of com-

mittee progress up to this point, by field staff members. We request that such review, with suggestions and criticism, be returned to the committee by September 1. On this date it will be discussed by project heads. There will be general discussion at full staff meeting on Tuesday, September 8. It is hoped the curriculum will be completed by September 18.